

SIKKIM



GOVERNMENT

GAZETTE

**EXTRAORDINARY
PUBLISHED BY AUTHORITY**

Gangtok

Saturday 02nd June, 2018

No. 288

**GOVERNMENT OF SIKKIM
DEPARTMENT OF PERSONNEL, ADMINISTRATIVE REFORMS,
TRAINING AND PUBLIC GRIEVANCES
GANGTOK**

No: 841/Gen/DOP

Dated: 1st June, 2018

RESOLUTION

1. The Pay Committee (Committee) was set up by the Government of Sikkim vide Notification No. F(81)/153/GEN/DOP dated the 29th December 2016. The time for submission of Report by the Committee was extended upto 31st March 2018 vide Notification No. 101/GEN/DOP, dated 28th December 2017. The Committee submitted its Report on the matters covered in its Terms of Reference as specified in the aforesaid Notification dated the 29th December 2016 to the State Government on 31.03.2018.
2. The Government, after due consideration, has decided to accept the recommendations of the Committee in respect of pay structure, allowances, service matters, pension and related benefits covered in its Terms of Reference contained in the aforesaid Notification dated the 29th December 2016 with certain modifications in the manner as specified hereinafter.
3. The Government has accepted the Committee's recommendations on Pay Matrix, Minimum Pay, Index of Rationalisation, Fitment Factor and general recommendations on pay without any changes.
4. (i) The Pay Matrix, which replaces the Pay Bands and Grade Pays as in force immediately prior to the notification of this Resolution, shall be as specified in Annexure I.
(ii) The fixation of pay of the employee in the new Pay Matrix as on 1st day of January, 2016 shall be done by multiplying the existing pay (Pay in Pay Band plus Grade Pay) in the pre-revised structure as on 1st January, 2016 by a factor of 2.57. The resultant figure is to be located in the Level corresponding to employee's Pay Band and Grade Pay in the new Pay Matrix. If a Cell identical with the figure so arrived at is available in the appropriate Level, that Cell shall be the notional revised pay; otherwise the next higher cell in that Level shall be the notional revised pay of the employee.

- (iii) After fixation of pay in the appropriate Level as specified in sub-paragraph (ii) above, the subsequent increments in the Level shall be at the immediate next Cell in the Level.
- (iv) The pay shall be revised notionally from 01.01.2016 and effectively from 01.01.2017 and arrears thereof shall be paid in three equal instalments in subsequent financial years.
5. There shall be two dates for grant of increment viz. 1st January and 1st July of every year, instead of existing date of 1st July; provided that an employee shall be entitled to only one annual increment on either one of these two dates depending on the date of appointment, promotion or grant of financial up-gradation.
 6. The recommendations of the Committee with regard to revised pay structure, allowances, other service related matter, pension and pension related benefits and Government's decisions thereon shall be as specified in Annexure II.
 7. The recommendations on Allowances (except Dearness Allowance) shall be effective from the date of Notification on Allowances. Till such time the said Notification is issued, all Allowances will continue to be paid at existing rates in existing pay structure as if the pay had not been revised with effect from 1st day of January, 2016.
 8. Both pension and family pension shall be notionally revised from 1.1.2016 by applying fitment factor of 2.57 and incase it is found feasible to revise pension by applying formula under first option recommended by the Committee, pension shall be re-revised and difference, if any, paid subsequently. The arrears from 1.1.2017 to 31.3.2018 on this account shall be phased out and paid equally in three installments in the subsequent financial years.
 9. The Government has accepted the recommendations of the Committee on upgradation of certain posts as specified at Annexure III and modifications in the Career Progression Scheme for certain category of posts as specified in Annexure IV.
 10. A Pay Cell under the charge of preferably a Joint Secretary or at least Deputy Secretary level officer shall be created in the DoPT with required support staff to deal with the pay revision of State Services (Group A & B) under its jurisdiction as well as matters related to pay revision referred to it by other departments.

T.Gelek, IAS
Commissioner-cum-Secretary
Department of Personnel, Administrative
Reforms, Training and Public Grievances

PAY MATRIX

Amount in rupee

Pay Band	4500-14500		5200 - 20200					
Grade pay	1400	1800	2300	2200	2300	2400	2600	2700
Level	1	2	3	4	5	6	7	8
1	15200	16200	19300	18000	19400	20300	21700	22800
2	15700	16700	19900	18500	20000	20900	22400	23500
3	16200	17200	20500	19100	20600	21500	23100	24200
4	16700	17700	21100	19700	21200	22100	23800	24900
5	17200	18200	21700	20300	21800	22800	24500	25600
6	17700	18700	22400	20900	22500	23500	25200	26400
7	18200	19300	23100	21500	23200	24200	26000	27200
8	18700	19900	23800	22100	23900	24900	26800	28000
9	19300	20500	24500	22800	24600	25600	27600	28800
10	19900	21100	25200	23500	25300	26400	28400	29700
11	20500	21700	26000	24200	26100	27200	29300	30600
12	21100	22400	26800	24900	26900	28000	30200	31500
13	21700	23100	27600	25600	27700	28800	31100	32400
14	22400	23800	28400	26400	28500	29700	32000	33400
15	23100	24500	29300	27200	29400	30600	33000	34400
16	23800	25200	30200	28000	30300	31500	34000	35400
17	24500	26000	31100	28800	31200	32400	35000	36500
18	25200	26800	32000	29700	32100	33400	36100	37600
19	26000	27600	33000	30600	33100	34400	37200	38700
20	26800	28400	34000	31500	34100	35400	38300	39900
21	27600	29300	35000	32400	35100	36500	39400	41100
22	28400	30200	36100	33400	36200	37600	40600	42300
23	29300	31100	37200	34400	37300	38700	41800	43600
24	30200	32000	38300	35400	38400	39900	43100	44900
25	31100	33000	39400	36500	39600	41100	44400	46200
26	32000	34000	40600	37600	40800	42300	45700	47600
27	33000	35000	41800	38700	42000	43600	47100	49000
28	34000	36100	43100	39900	43300	44900	48500	50500
29	35000	37200	44400	41100	44600	46200	50000	52000
30	36100	38300	45700	42300	45900	47600	51500	53600
31	37200	39400	47100	43600	47300	49000	53000	55200
32	38300	40600	48500	44900	48700	50500	54600	56900
33	39400	41800	50000	46200	50200	52000	56200	58600
34	40600	43100	51500	47600	51700	53600	57900	60400
35	41800	44400	53000	49000	53300	55200	59600	62200
36	43100	45700	54600	50500	54900	56900	61400	64100
37	44400	47100	56200	52000	56500	58600	63200	66000
38	45700	48500	57900	53600	58200	60400	65100	68000
39	47100	50000	59600	55200	59900	62200	67100	70000
40	48500	51500	61400	56900	61700	64100	69100	72100

PAY MATRIX

Annexure I

[Contd.]

Amount in rupee

Pay Band	9300 - 34800							
Grade pay	3000	3400	3800	4200	4400	4600	5000	5400
Level	9	10	11	12	13	14	15	16
1	25400	30200	33700	37100	37600	39100	46300	49700
2	26200	31100	34700	38200	38700	40300	47700	51200
3	27000	32000	35700	39300	39900	41500	49100	52700
4	27800	33000	36800	40500	41100	42700	50600	54300
5	28600	34000	37900	41700	42300	44000	52100	55900
6	29500	35000	39000	43000	43600	45300	53700	57600
7	30400	36100	40200	44300	44900	46700	55300	59300
8	31300	37200	41400	45600	46200	48100	57000	61100
9	32200	38300	42600	47000	47600	49500	58700	62900
10	33200	39400	43900	48400	49000	51000	60500	64800
11	34200	40600	45200	49900	50500	52500	62300	66700
12	35200	41800	46600	51400	52000	54100	64200	68700
13	36300	43100	48000	52900	53600	55700	66100	70800
14	37400	44400	49400	54500	55200	57400	68100	72900
15	38500	45700	50900	56100	56900	59100	70100	75100
16	39700	47100	52400	57800	58600	60900	72200	77400
17	40900	48500	54000	59500	60400	62700	74400	79700
18	42100	50000	55600	61300	62200	64600	76600	82100
19	43400	51500	57300	63100	64100	66500	78900	84600
20	44700	53000	59000	65000	66000	68500	81300	87100
21	46000	54600	60800	67000	68000	70600	83700	89700
22	47400	56200	62600	69000	70000	72700	86200	92400
23	48800	57900	64500	71100	72100	74900	88800	95200
24	50300	59600	66400	73200	74300	77100	91500	98100
25	51800	61400	68400	75400	76500	79400	94200	101000
26	53400	63200	70500	77700	78800	81800	97000	104000
27	55000	65100	72600	80000	81200	84300	99900	107100
28	56700	67100	74800	82400	83600	86800	102900	110300
29	58400	69100	77000	84900	86100	89400	106000	113600
30	60200	71200	79300	87400	88700	92100	109200	117000
31	62000	73300	81700	90000	91400	94900	112500	120500
32	63900	75500	84200	92700	94100	97700	115900	124100
33	65800	77800	86700	95500	96900	100600	119400	127800
34	67800	80100	89300	98400	99800	103600	123000	131600
35	69800	82500	92000	101400	102800	106700	126700	135500
36	71900	85000	94800	104400	105900	109900	130500	
37	74100	87600	97600	107500	109100	113200		
38	76300	90200	100500	110700	112400	116600		
39	78600	92900	103500	114000	115800	120100		
40	81000	95700	106600	117400	119300	123700		

PAY MATRIX

Annexure I

[Contd.]

Amount in rupee

Pay Band	15600 - 39100				32000 - 60000	37400 - 67000	
Grade pay	6200	6700	7200	8700	9000	9500	10000
Level	17	18	19	20	21	22	23
1	56000	65000	71100	83700	105400	120500	124700
2	57700	67000	73200	86200	108500	124100	128400
3	59400	69000	75400	88800	111900	127800	132300
4	61200	71100	77700	91500	115300	131600	136300
5	63000	73200	80000	94200	118800	135500	140400
6	64900	75400	82400	97000	122400	139600	144600
7	66800	77700	84900	99900	126100	143800	148900
8	68800	80000	87400	102900	129900	148100	153400
9	70900	82400	90000	106000	133800	152500	158000
10	73000	84900	92700	109200	137800	157100	162700
11	75200	87400	95500	112500	141900	161800	167600
12	77500	90000	98400	115900	146200	166700	172600
13	79800	92700	101400	119400	150600	171700	177800
14	82200	95500	104400	123000	155100	176900	183100
15	84700	98400	107500	126700	159800	182200	188600
16	87200	101400	110700	130500	164600	187700	194300
17	89800	104400	114000	134400	169500	193300	200100
18	92500	107500	117400	138400	174500	199100	
19	95300	110700	120900	142600	179800		
20	98200	114000	124500	146900			
21	101100	117400	128200	151300			
22	104100	120900	132000	155800			
23	107200	124500	136000	160500			
24	110400	128200	140100				
25	113700	132000	144300				
26	117100	136000	148600				
27	120600	140100					
28	124200	144300					
29	127900						
30	131700						
31	135700						
32	139800						

STATEMENT SHOWING RECOMMENDATIONS OF THE STATE PAY COMMITTEE AND DECISIONS OF THE GOVERNMENT THEREON.

RECOMMENDATIONS OF THE PAY COMMITTEE		
Sl No.	PAY STRUCTURE	DECISIONS OF THE GOVT.
1	The existing pay scales totaling 23 to be replaced by a Pay Matrix drawn on the pattern of the revised Central Govt. pay structure as recommended by the 7 th CPC with two dimensions of a pay, viz. horizontal range and vertical range indicating functional role in the hierarchy and pay progression within that level respectively as shown in Annexure. (Para 3.17)	Accepted
2	'Index of Rationalization' of 2.57 to be applied for arriving at entry pay in Pay Matrix from the lowest to highest pre-revised pay scales with exception of six pay scales in PB 1 and one in PB 3 where a lower index of 2.43 and higher index of 2.62 respectively have been applied. (Para 3.19)	Accepted
3	Three distinct categories of lower pay scales for employees regularized on completion of 10 -15 yrs of service to be retained against which replacement pay are recommended with lowest pay of ₹ 15200 in this category. (Para 3.15)	Accepted
4	Minimum pay corresponding to the existing PB 1 GP ₹2200 to be ₹18000 at par with the comparable revised minimum pay of Central Govt.(Para 3.15)	Accepted
5	The fitment factor of 2.57 to be applied uniformly for fixation of pay of all employees (Para 3.20).	Accepted
6	Pay of employees to be fixed in the revised pay structure in the manner laid down in Para 3.23 to 3.25.	Accepted
7	Rate of annual increment to be retained at 3%.(Para 3.26)	Accepted
8	Annual increment to be paid either on 1 st January or on 1 st July each year as necessary instead of existing date of 1 st July.(Para 3.26).	Accepted
9	Pay of posts recommended to be upgraded by the Committee to be fixed in revised pay structure at the relevant stage corresponding to the recommended Grade Pay. (Para 3.23)	Accepted
10	Pay of employees to be revised from 1.1.2016 notionally but arrears thereof to be paid from 1.1.2017. (Para 3.30)	Accepted
11	Allowances at the recommended rates to be revised w.e.f. 1.4.2018 or any other date as deemed appropriate by the Govt. (Para 3.31)	Accepted, allowances at revised rates shall be admissible w.e.f. the date of Govt. Notification to that effect.

Sl No.	RECOMMENDATIONS ON ALLOWANCES	DECISIONS OF THE GOVT.
	General	
1	Dearness Allowance to continue to be paid at par with Central Govt. (Para 4.4)	Accepted
2	House Rent Allowance to be paid at rationalized rate of 12% of the revised pay to employees posted within the State, Siliguri and Darjeeling and @16% to those posted in Delhi, Guwahati and Kolkata subject to a minimum of ₹3500. (Para 4.6)	Accepted
3	Sikkim Border Compensatory Allowance to be paid at rationalized rate of 8% of the revised pay.(Para 4.7)	Accepted
4	Siliguri, Darjeeling, New Delhi, Kolkata, Guwahati Compensatory Allowance to be paid @ 8% of the revised pay.(Para 4.8)	Accepted
5	Difficult Area Allowance to be paid @ ₹2000 for level 15 and above and ₹1600 for level 14 and below subject to review and revision of existing list of difficult area. (Para 4.9)	Accepted, Home Deptt. to take up the review of notified Difficult Area immediately.
6	High Altitude Allowance to be paid @ of ₹2400 for Lachen, Lachung and other area above 8000ft upto 12000 ft and ₹3000 for area above 12000 ft.(Para 4.10)	Accepted
7	In case of areas qualifying for both Difficult Area and High Altitude Allowances, either of the two whichever is higher to be paid.(Para 4.10)	Accepted
8	Risk Allowance to be revised from ₹100 to ₹500, ₹150 to ₹650 and ₹200 to ₹ 800 per month. (Para 4.14)	Accepted
9	Risk Allowance @ of ₹500 to be paid to Linemen of the Energy and Power Department belonging to both regular as well as temporary services who actually work in the field. (Para 4.14)	Accepted
10	Training Allowance to be rationalized and revised @ 16% of the pay and nomenclature to be changed to Faculty Allowance.(Para 4.15).	Accepted
11	Conveyance Allowance to be revised from ₹8000 to ₹12000 p.m. (Para 4.16)	Accepted
12	Transport Allowance to Govt. officers not entitled to official conveyance facility and not availing of such facility and rest of the employees who have not been provided with any kind of transport facilities to be paid @ of ₹1000 per month for level 15 to level 18 and ₹500 per month for level 14 and below.(Para 4.18)	Accepted

13	Deputation Allowance to be restricted to such deputation services where Govt. employees on deputation draw their salary from sources other than the consolidated fund of the State. (Para 4.19)	Accepted
14	Children Education Allowance to be discontinued altogether (Para 4.20)	Accepted
15	Travelling Allowance and Daily Allowance to be revised at recommended rates at Para 4.23 and 4.24.	Accepted
	Department Specific	
16	Ration Money Allowance for entitled Sikkim Police personnel to be enhanced from ₹500 to ₹1000 and ₹1300 to ₹2000 for IRB personnel deployed at NCT, Delhi. (Para 4.25)	Accepted
17	Uniform Allowance to entitled State Police Service personnel to be revised as under: Initial grant from ₹14000 to ₹20000 Renewal grant from ₹3000 to ₹6000 (Para 4.26)	Accepted
18	Kit Maintenance Allowance to State Police personnel to be enhanced from ₹300 to ₹600 per month. (Para 4.27)	Accepted
19	Risk Allowance to be extended to Fire Service personnel upto the rank of Sub-Inspectors @ ₹500 per month. (Para 4.28)	Accepted
20	Band Allowance to be restored at enhanced rate of ₹300 p.m. (Para 4.29)	Accepted
21	NPA to Doctors to be rationalized in the revised pay @ 12%. (Para 4.32)	Accepted
22	Washing Allowance to the Nurses and other uniformed para medical staff of the hospitals to be enhanced from ₹200 to ₹400. (Para 4.34)	Accepted
23	NPA to Veterinary Doctors to be revised from ₹1500 to ₹2500 per month. (Para 4.37)	Accepted
24	Heavy Vehicle Allowance to drivers under Transport Department, SNT assigned with the duty of driving heavy vehicles, viz. buses, trucks & tankers to be paid @ ₹1000 per month (Para 5.22)	Accepted
25	Steering Allowance admissible to SNT drivers to be subsumed with Kilometerage Allowance and revised for all categories of heavy vehicle drivers including conductors @ ranging from ₹75 per day to ₹125 per day (Para 5.23) & for duty above 8000 ft, the Kilometerage Allowance to be paid at 50% higher than the normal rate (Para 5.23)	Accepted
26	Allowances paid on percentage basis which are not specifically mentioned in the Report to be rationalized by applying a factor of 0.8 as per the norm adopted and those at fixed rates which are not covered in the Report may continue at the existing rates (Para 4.38)	Accepted

Sl No.	SERVICES/POSTS SPECIFIC RECOMMENDATIONS	DECISIONS OF THE GOVT.
1	The employees whose services have been regularized on completion of 10-15 years in temporary capacity to continue to draw pay in the distinct replacement pay scales in the Pay Matrix but to be placed in the regular pay scales and re-designated on completion of five years of service from the date of regularization after upgrading their skills through trainings. (Para 5.8)	Accepted
2	Upgradation of pay of following twenty five posts under various Subordinate Services or Departments recommended- Head Constable, Assistant Sub-Inspector and Sub-Inspector under Subordinate Police Service (Para 5.78 & 5.79), Assistant Sub-Inspector, Sub-Inspector and Inspector under Subordinate Revenue Service, Commercial Tax Division, FRED (Para 5.85), Head Constable, Assistant Sub-Inspector, Sub-Inspector and Inspector under Subordinate Excise Service (Para 5.33), Head Forest Guard, Block Officer and Range Officer under Subordinate Forest Service (Para 5.70), Head Assistant, Inspector and Office Superintendent under Ministerial and Executive Service (Para 5.11), Accountant and Sr. Accountant under Subordinate Finance and Accounts Service (Para 5.11), Junior Engineer under Subordinate Engineering Service (Para 5.72), Counsellor and Pharmacist with Degree under Health Care, Human Service and Family Welfare Department (Para 5.43), Laboratory Attendant under Human Resources Development, Food Security and Agriculture Development, Horticulture and Cash Corp Development and Animal Husbandry and Veterinary Services Departments.(Para 5.14), Field Assistant under Food Security and Agriculture Development and Horticulture and Cash Corp Development Departments (Para 5.15), Non ITI Mechanics and Constables under Transport Department, SNT. (Para 5.16 & 5.86)	Accepted
3	Incentive of one increment to Staff Nurses possessing BSc Nursing and two increments to those with MSc Nursing to be granted; pay of the serving Staff Nurses with BSc and MSc Degree who had not availed of such benefit earlier to be revised after allowing one to two increments in their pre revised pay scales as required. (Para 5.39)	Accepted
4	JHS, Head Masters to be allowed to subscribe to GIS at prescribed rates for Group 'B' services. (Para 5.51)	Accepted

5	Benefit of promotion in the form of admissible increment to be given to AEOs promoted from the post of Graduate Teacher; pay of such serving AEOs who have not received the benefit earlier to be revised after allowing one increment in their pre-revised pay (Para 5.55)	Accepted
6	Government may consider upgrading the pay of Technical posts other than those covered in this Report under different services/Departments after assessment of their work responsibility, skill and required training. (Para 5.87)	Accepted, further, Departments may take up the grievances related to the services against which the Pay Committee has recorded only certain observations/suggestions without making any specific recommendations.

Sl No.	CAREER PROGRESSION	DECISIONS OF THE GOVT.
1	The existing Assured Career Progression Scheme to continue for all services and posts under the revised pay structure by locating appropriate levels corresponding to the pre-revised Grade Pay in the Pay Matrix excepting those services and posts for which exclusive Modified Assured Career Progression Scheme with upgraded ACP Pay Scales are recommended subject to appraisal of the existing scheme in due course to find viable alternative, if considered necessary. (Para 6.3, 6.4 and 6.5 may also refer Para 5.28, 5.38, 5.43, 5.8, 5.77 and 5.78)	Accepted

Sl No.	LEAVE FACILITIES AND WELFARE MEASURES	DECISIONS OF THE GOVT.
1	LTC to be introduced once in a block of four years for Group 'A' and 'B' services and existing practice of leave encashment to continue incase of Group 'C' & 'D' services. (Para 7.5)	Accepted
2	The Gratuity admissible to Work Charged employees to be calculated on the basis of last drawn emoluments i.e. pay + DA instead of pay alone. (Para 7.6).	Accepted
3	Terminal Gratuity and Death Gratuity admissible to MR workers and employees on consolidated pay to be revised as follows: (i) Terminal Gratuity: $\frac{1}{2}$ of the monthly pay for each completed year of service subject to minimum of ₹13000. (ii) Death Gratuity: ₹2250 for each completed year of service in addition to terminal gratuity as above subject to a minimum of ₹13000. (Para 7.7).	Accepted
4	Government may consider to enhance the honorarium to Anganwadi workers from existing ₹5250 to ₹10000 and to Anganwadi Helpers from ₹3000 to ₹6000. (Para 7.15).	Accepted
Sl No.	PENSION AND RETIREMENT BENEFITS	DECISIONS OF THE GOVT.
1	The Pension and Family Pension to continue to be paid at the existing rates. (Para 8.5)	Accepted
2	The minimum pension and family pension to be raised from ₹3700 to ₹9000 per month. (Para 8.6 and 8.7).	Accepted
3	Maximum percentage of commutation or the period of restoration to continue as it is. (Para 8.11)	Accepted
4	The Death Gratuity to be rationalized and revised as recommended. (Para 8.14).	Accepted
5	The upper maximum limit of Death-cum-Retirement Gratuity (DCRG) to be enhanced from existing ₹10 lakh to ₹20 lakh. (Para 8.16)	Accepted
6	Both earned leave as well as half pay leave (HPL) to be considered for encashment of leave at retirement subject to over all limit of 300 days and cash equivalent for number of days of HPL to make shortfall of earned leave shall be equal to leave salary admissible for HPL. (Para 8.18).	Accepted
7	Fixed Medical Allowance to pensioners/ family pensioners to be enhanced from ₹1000 to ₹2000 per month in the form of Medical Relief (Para 8.19).	Accepted

8	<p>The procedure of submission of Life Certificate in addition to the existing practice of submission of attested Life Certificate to be simplified as follows:</p> <p>(i) Submission of Life Certificate in prescribed format to the concerned bank.</p> <p>(ii) Aadhaar based Life Certificate through Jeevan Pramaan website as followed for the Central Govt. pensioners after in depth examination of the Central guidelines by the Pension Division, FRED. (Para 8.26 & 8.27)</p>	Accepted
9	<p>The pension of the pre 01.01.2016 retirees is to be fixed, if feasible, as per the formula under option one as modified and accepted by the Central Govt. or by multiplying pension drawn on 01.01.2016 by a factor of 2.57 subject to condition that pension thus revised should not be less than 50% of the minimum pay at appropriate levels in the Pay Matrix corresponding to the rank/grade from which the Govt. employees had retired. (Para 8.37 and 8.38).</p>	Accepted with modification that both pension & family pension to be revised immediately by applying fitment factor of 2.57 and incase it is found feasible to revise pension by applying formula under first option, pension to be re-revised & difference, if any, paid subsequently.
10	Age of superannuation to continue as it is. (Para 8.39).	Accepted
11	<p>The State Government pension including related benefits to be revised w.e.f 01.01.2016 with the benefits of arrears. (Para 8.40)</p>	Accepted subject to modification that pension also shall be revised notionally from 01.01.2016 and arrears thereof shall be paid from 01.01.2017.
SI No.	PAYMENT OF ARREARS	DECISIONS OF THE GOVT.
1	<p>Arrears on account of revision of pay may be paid in three instalments whereas arrears on account of revision of pension may be paid, as far as possible, in single instalment. (Para 9.3).</p>	Accepted subject to modification that payment of arrears of both revised pay and pension shall be paid in three instalments.
2	<p>A Pay Cell under the charge of preferably a Joint Secretary or at least Deputy Secretary level officer may be created in DoPT with required support staff to deal with the pay revision of State Services (Group A & B) under its jurisdiction as well those matters related to pay revision referred to it by other Departments to ensure efficiency, uniformity and error free pay fixation (Para 9.5)</p>	Accepted

TABLE SHOWING UPGRADED LEVELS FOR CERTAIN POSTS

Sl No	Description of the Posts	Existing Pay Structure		Revised Pay Structure	
		Existing Grade Pay	Grade Pay corresponding to which upgradations recommended	Level in Pay Matrix	Para No of the Report
1	2	3	4	5	6
Sub-ordinate Accounts Service					
1	Accountant	3400	3800	11	5.11
2	Sr. Accountant	4200	4600	14	5.11
Ministerial and Executive Service					
3	Head Assistant	3400	3800	11	5.11
4	Inspector	3800	4200	12	5.11
5	Office Superintendent	4200	4600	14	5.11
HRDD, Food Security & Agriculture Development Deptt., Horticulture & Cash Crop Development Deptt. and Animal Husbandry & Veterinary Deptt.)					
6	Laboratory Attendant	2200	2400	6	5.14
Food Security and Agriculture Development and Horticulture Cash Crop Development Departments]					
7	Field Assistant	2300	2400	6	5.15
Excise Department					
8	Head Constable	3000	3400	10	5.33
9	Assistant Sub-Inspector	3000	3800	11	
10	Sub-Inspector	3400	4200	12	
11	Inspector	3800	4600	14	
Forest, Environment and Wild Life Management Department					
12	Head Forest Guard	3000	3400	10	5.70
13	Block Officer	3400	3800	11	
14	Range Officer	4200	4600	14	
Sub-ordinate Engineering Service					
15	Junior Engineer	3800	4200	12	5.72
Sub-ordinate Police Service					
16	Head Constable	3000	3400	10	5.78
17	Asstt. Sub-Inspector	3400	3800	11	5.79
18	Sub-Inspector	3800	4200	12	
Sub-ordinate Revenue Service, Commercial Tax Division, FRED					
19	Assistant Sub Inspector	2700	3000	9	5.85
20	Sub Inspector	3000	3400	10	
21	Inspector	3800	4200	12	
Transport Department (SNT)					
22	Constable, Transport Department	2300	2400	6	5.86
23	Mechanics (Non ITI)	2200	2300	5	5.16
Health Care, Human Services & Family Welfare Department					
24	Counsellor/Pharmacist with degree	3800	4200	12	5.43

1 ACP pay structure for three distinct pay scale drawn by employees regularised on completion of 10-15 years of temporary service

	Posts	Pay Band	Grade Pay	Qualifying length of service	Matrix Level
a)	Office Attendant and Equivalent posts	4500-14500	1400	Entry pay	1
		5200-20200	2200	10 yrs	4
		5200-20200	2400	20 yrs	6
		5200-20200	2600	30 yrs	7
b)	Jr. Driver and Equivalent posts	4500-14500	1800	Entry pay	2
		5200-20200	2400	10 yrs	6
		5200-20200	2600	20 yrs	7
		5200-20200	3000	30 yrs	9
c)	Office Assistant and Equivalent posts	5200-20200	2300	Entry pay	3
		5200-20200	2600	10 yrs	7
		5200-20200	3000	20 yrs	9
		5200-20200	3400	30 yrs	10

2 Modified Assured Career Progression Scheme

a)	Directorate of Handicrafts and Handloom	5200-20200	3400	Entry Pay	10
(i)	Instructor	9300-34800	4200	10 years	12
		9300-34800	5000	20 years	15
		9300-34800	5400	30 years	16
b)	Health Care, Human Services & Family Welfare Department	5200-20200	3400	Entry Pay	10
		9300-34800	4200	10 Yrs	12
(i)	ANM, MPH/W (Male) and (Female), Technician and other equivalent posts	9300-34800	5000	20 Yrs	15
		9300-34800	5400	30 Yrs	16
(ii)	ECG Technician with diploma	9300-34800	3800	Entry Pay	11
		9300-34800	5000	10 yrs	15
		9300-34800	5400	20 yrs	16
		15600-39100	6200	30 yrs	17
(iii)	Counsellor/Pharmacist with degree	9300-34800	4200	Entry Pay	12
		9300-34800	5000	10 yrs	15
		9300-34800	5400	20 yrs	16
		15600-39100	6200	30 yrs	17

c) Police Department					
(i)	Follower	5200-20200	2200	Entry pay	4
(ii)	L/NK Follower	5200-20200	2300	5 years	5
(iii)	NK Follower	5200-20200	2400	10 yrs	6
(iv)	NK/Follower	5200-20200	2600	20 yrs	7
(v)	Head Follower	5200-20200	3000	30 yrs	9
(i)	Police Constable	5200-20200	2400	Entry pay	6
(ii)	L/NK Constable	5200-20200	2700	5yrs	8
(iii)	NK/Constable	5200-20200	3000	10 yrs	9
(iv)	H/Constable	5200-20200	3400	20 yrs	10
(v)	ASI	9300-34800	3800 (subject to vacancy)	25 yrs	11
	-	9300-34800	4200	30 yrs	12

